



'Uncapping' a bridge

One of Region 2's bridge crews has invented a safer and faster way to replace bridge caps. See story and pictures page 4.

Day use fee extended to include more parks

An entry fee of \$1 per vehicle on summer weekends and holidays is being charged at 16 more Oregon State Parks in an attempt to increase revenue and control overcrowding. The 16 join nine parks where a day use fee is now in effect for the second summer.

The fee was directed in a temporary order signed by Dave Talbot, state parks administrator. The State Parks and Recreation Advisory Committee, meeting recently in Eugene, concurred in the decision.

Talbot explained that the fee is expected to generate net revenue of \$75,000 this summer, which will offset the \$63,000 the division lost in the June budget-balancing special session.

The 16 new parks where the fee is being assessed are Agate Beach, Benson, Bullards Beach, Cape Lookout, Ecola, Fogarty Creek, Fort Stevens, Harris Beach, Hendrick's

Bridge, Honeyman, Mary S. Young, Stewart, The Cove Palisades, Tugman, Tumalo and Willows Lake.

Parks where the fee had been established earlier include Rooster Rock, Silver Falls, Champoeg, Tou Velle, Armitage, Dabney, Detroit Lake, Shore Acres and Milo McIver.

Talbot pointed out that the fee will be collected only on Saturdays and Sundays, plus two Monday holidays (July 5 and Sept. 6), which means entry is free more than 70 percent of the time. In addition, he said, there are many, many day use areas where no fee is charged at all.

As the state's budget situation continues to deteriorate, Talbot said, the State Parks Division is searching "for ways to become as financially self-sufficient as possible, and not have to depend on the General Fund any more than is necessary."

Low highway funds will lose federal match money

The Highway Division will not be able to contract all of the federal-aid construction work possible in the 1983-85 biennium because of insufficient revenues to match federal funds.

That was the bleak picture painted for the Transportation Commission at its meeting in Springfield last month by Ed Hunter, assistant state highway engineer for technical services.

Hunter told the commissioners that, besides the defeat of Measure 4, the gas tax increase, highway user revenue collections have continued to fall, and wholesale gas sales in Oregon dropped 6.6 percent in April—the ninth consecutive monthly decrease.

Hunter said the Highway Division

anticipates that federal-aid apportionments to Oregon will continue over the next three years at approximately the current level of \$104 million per year.

"If state funds are not available," he said, "the Division will not be able to take advantage of the 8 to 1 leverage available in matching federal-aid highway dollars."

Hunter said it is essential that the Highway Division receive sufficient funds to maintain its program or else the state's road system, so vital to Oregon's economy, will seriously deteriorate, with the state unable to match federal aid. He urged a presentation on the situation to the 1983 Legislature as soon as possible after it convenes next January.

Changes in career, job routine aids employees

Sooner or later, everyone feels like shutting off the alarm when it rings in the morning and turning over and going back to sleep. You just don't feel like going to work today.

When this happens occasionally it is considered normal, but when it gets to be an overriding concern in one's life, it could be a sign of a deeper and bigger problem.

This attitude, combined with depression, agitation and day-dreaming, could be an indication of a desire to change jobs or careers—a move that could involve either some temporary or permanent changes in your life.

These concerns have the attention of Russ Graham, the Affirmative Action Manager of the Personnel Services Section. He is in the process of trying to determine how much responsibility rests with the individuals who are feeling dissatisfied, and how much rests with the department to help these employees.

Call me

"The first thing I would like to say is that if the feelings are strong, call me and we'll talk about it," Graham said. "But there is a heavy responsibility on the person to realize he or she wants to seriously do something, to make a long-term commitment."

Graham said if an employee is serious about wanting to change careers or positions, there are several avenues open, such as underfilling a different position, a lateral transfer, job swapping, educational resources (some supplied by Graham's office or the Employee Development Section), and taking classes offered by a local college.

"Rotational assignments help deal with a reduced work force, and they can also help train people

for different careers," Graham said. "They can be very safe, non-threatening ways to evaluate an alternative."

Roberta Young, a planner with the Policy and Planning Section, feels there are a lot of possibilities within the department, and job rotation is one of the best means of finding them.

"You reach a point where you want to broaden out and learn more, but you don't know where to turn," she said. "You don't know what's out there. It's really a long-term benefit to the department to have job rotation, and I would really welcome the opportunity to do that."

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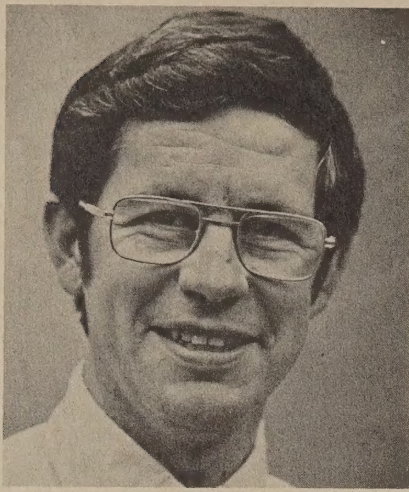
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Director's Corner

Fred Miller



A recurrent theme in my discussions both inside and outside the department is preparing our organization for the future. Retirements over the next several years will increase the importance of recruiting and training new employees, as well as cause us to place more emphasis on how we develop our existing people. In this context, successful affirmative action and career development programs are essential.

It is possible to learn a great deal about the quality of a management team by evaluating its affirmative action efforts and observing the opportunities it provides employees

to develop their skills. A great deal of management is a matter of dealing with people. Affirmative action and career development programs are excellent indicators of a manager's concern for employees and his or her sense of equity. These are qualities that are reflected in improved employee performance.

There is a tremendous amount of talent available to or within the department that could go untapped or underutilized. Frequently, we need look no further than our secretaries or administrative assistants to fill higher level positions. For example, Linda Apple, who does revenue forecasting for the department, and Rosemary Wagner in Labor Relations, are making significant contributions to the department in new areas because they expressed an interest and because managers were supportive of their training and advancement.

Affirmative Action

As most of us know, our record in affirmative action and career development is mixed. We have had some successes and some failures and, generally, too little emphasis. We have learned painfully that the problems related to grievances on racial discrimination, sexual harassment, or different treatment are debilitating in terms of human costs and extremely time-consuming. Greater efforts directed toward these programs by managers at all levels will not only make us a more positive and successful organization, but, I am convinced, improve our working environment and save time for many of us.

Turning specifically to affirmative action, a number of reasons are given for having a successful program. Frequently, we hear of the federal and state laws and regulations. Our budget process requires that we set forth our affirmative action record before the Legislature. Management performance appraisals are based on the managers' success in affirmative action. There is a quarterly review of affirmative action performance for each division at my staff meetings. Perhaps most important in my mind, though, is that an affirmative action program shows what kind of managers we are and what kind of organization we are developing.

I find that the division administrators are committed to a successful affirmative action program. All of you have the opportunity to demonstrate your commitment.

Meet the Commissioners

Peter Brix

The following is the third of a five-part series introducing the Transportation Commissioners.

Peter Brix is one of the senior members of the Transportation Commission. Appointed by Gov. Bob Straub in 1976, Brix, 46, is halfway through his second term, which expires in 1984.

Brix said being on the commission has given him a good opportunity to make a contribution to the state—to make Oregon a better place to live.

"And I enjoy the opportunity to work with the Department of Transportation," he said. "It has some of the best people in state government and it's very satisfying to work with them."

Brix said it was also satisfying to work on a commission that functions so well together—both now and in the past.

"We have constructive disagreements, which I think are good," he said. "But we've never had a disagreement that has been a problem afterward. We all work very well together."

Brix believes that transportation is at the core of any industrial or recreational activity.

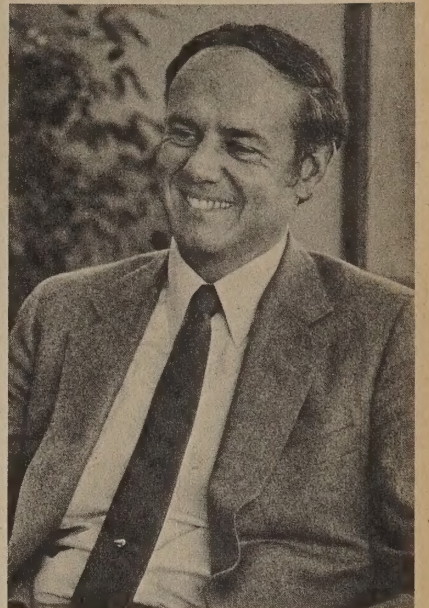
"I view it as the most important thing to help make Oregon a healthy and good place to live," he said. "You have to have a good transportation network in industry as well as tourism. We have a very good system of state parks, and we're struggling to maintain those high standards."

Heads family business

Brix is personally familiar with the importance of transportation. He is head of the Knappton Corporation—a diversified marine transportation company that grew from a small logging and tugboat business owned by his family since 1910, to a large corporation now serving four states.

Born and raised in Portland, Brix graduated in 1958 from the University of Washington with his bachelor's degree in business and political science. In 1961 he graduated from Willamette University's College of Law, then spent two years in the Army as a 1st Lieutenant in the Military Police Corps.

He said he had no interest in becoming a lawyer, "I just thought it (law school) would be good training for any businessman."



He started with Knappton in 1963, working on the boats and in the office. Today he is its president and major stockholder.

Brix expanded his family's towing company to include barging, pile driving, dredging and heavy marine construction. Knappton's offices in Oregon, Washington and Idaho serve the Columbia River, Puget Sound, Alaska and the West Coast.

He said he has never found any conflicts in his thinking or activities between his business and the commission.

"What a businessman can bring to a commission is just knowledge and common sense," he said. "I don't think it matters if it's lumber or transportation—any good transportation system takes all kinds of modes."

Brix and his wife, Noydena, have been married 23 years and have a son and daughter. Brix said he plays golf "poorly," and enjoys playing tennis "a lot."

When his term as commissioner ends, Brix said he will miss it, but feels it is healthy to have a change.

"Otherwise you get the same ideas and people get in a rut," he said. "But I do enjoy it."

Letters to the Editor

Crew's teamwork praised

Dear VIA:

I was just watching the work of a road maintenance crew of the DOT, and I feel strongly that they should be commended. They were doing a large asphalt patching job at the intersection of State and 12th streets (in Salem) the morning of June 16. They were well organized. They demonstrated considerable skill as individual workers, but their smooth, efficient teamwork was the most outstanding quality of their work.

The whole job took much less than an hour—nobody seemed overly hurried, and yet they got in and out so quickly and with so little disruption of traffic at this busy intersection that I felt I had to comment.

A crew like that really helps the image of your Department, and the image of state workers generally (like myself).

Congratulations.

Ted Jean, SAIF
Salem

'Women in Aviation Week' announced

Gov. Vic Atiyeh proclaimed the week of June 20-26 as Women in Aviation Week last month, to recognize the "significant contributions to the advancement of aviation" that women have made over the years.

He said nearly 100,000 women nationwide are active participants in various aspects of aviation, a number that "has increased nearly five-fold over the past 10 years."

Roger Ritchey, deputy administrator of the Aeronautics Division, said 8 percent of Oregon's pilots were women—1,062 out of 13,647.

Oregon ranks 12th in the nation in the number of women pilots.



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Travel workshops completed

The Travel Information Section has just completed a series of travel workshops in 43 cities across the state. Travel staff met with travel industry representatives, local officials, and many others to explain the state's tourism program and to find out the needs of the local communities.

Shirley Eads, state travel director, who attended all of the workshops with members of her staff and representatives of the Parks and Highway divisions, said they answered many questions about how to stretch a small budget to get the most tourists for the dollar, and highway signing.

"The communities want to know how to draw attention to themselves," she said. "They're looking for new promotion ideas and funding sources."

Eads said it was one of the most valuable projects her section has undertaken.

"We found a lot of ignorance about our program," she said, "but that's what we went out there for--to explain what we are doing. Once they found out they were very supportive."

Eads said the only criticisms they received were about things the travel section is not doing, "and most people realized that is a matter of dollars, not that we aren't doing more because we don't want to."

The Travel Information Section also searched for new information on tourist attractions, and spread the word about the state border information centers and how they can be used.

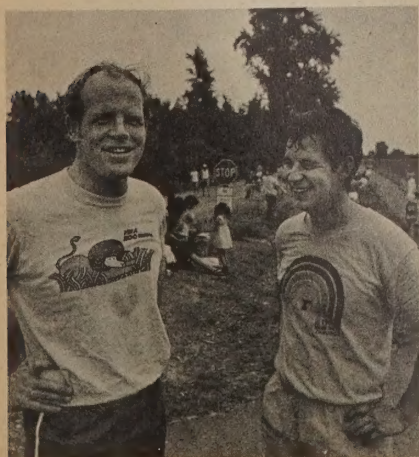
An average of 34 people attended each workshop.

Eads said she is very pleased with the outcome of the workshops, and has received requests to do several more.

ODOT runners lose 10K title to New York

New York's DOT won the 4th annual 6.2 mile race with a team time of 182 minutes, narrowly beating Oregon's 183:26. Maine was third with 188:19.

Twenty states entered the competition, that combines the times of the top five finishers into a



Tom Walsh and Fred Miller rest after the race.

New van features unique wheelchair lift; Salem agency first to try it

A unique type of wheelchair lift is being used for the first time in a new 16-passenger van just received by the Marion-Polk-Yamhill Council On Aging (COA) in Salem. COA provides transportation for the elderly and handicapped in the three counties as part of the Public Transit Division's special assistance program.

A popular feature of the lift is that it requires very little door space to install and operate. The lift takes up only half the space of the sliding door on a van, leaving the other half open for ambulatory passengers to get on or off without having to move the lift up and down.

"It's a special lift for vans called a 'Vangater'," said Roselyn Kay, program manager for the division. "It can be installed either in the side doors or the rear of a van. 'We're anxious to see how it works out and compares to the lifts in our other vans around the state,'" she said.



Roselyn Kay, left, program manager for the Public Transit Division, observes a new type of wheelchair lift in a van just delivered to the Marion-Polk-Yamhill Council on Aging. Winifred Smith, 85, of Shaw, demonstrates the lift while Candy Sanders, a driver for COA, looks on. The lift is unique because it folds out of the way of passengers stepping up to or down from the van.

'Let people know what you want'

Employees can aid in job change

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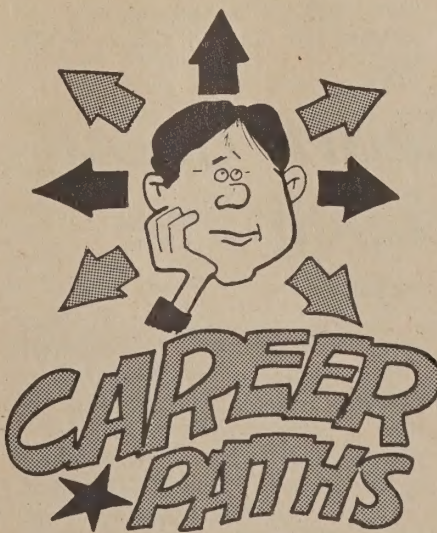
Many employees interested in moving up the ladder, or frustrated because their talents and training are not being utilized to the fullest, are also being blocked by the tight economy that restrains the movement of employees from career and job changes.

Mary Schlichtmann, an internal auditor for ODOT Finance, went back to school a few years ago and earned a Masters Degree in Business Administration. She feels the department could use people with her training in many ways, including management, but realizes the department can accommodate only so many people at the top.

"I'm mobile enough that I'll

move on if I don't see there's a chance for me to move up," she said, "but some people aren't that mobile, and if they're not going to be moving up very quickly, there are ways to help them deal with that fact."

Schlichtmann suggested job rotation and lateral transfers as ways of giving employees a variety of experience and at the same time varying their job routine.



"We have to realize that the department isn't growing anymore," she said. "People can't expect to move up or around as fast as they did at one time."

Larry Rulien, assistant director for administration, agreed that the department is in a "holding pattern" right now, and has been for some time.

"It's really not a good time to be doing a lot of changing," Rulien said, "but that doesn't mean we can't do any."

"You have to make it known that you want to do something different and have an idea of what you want to do," he said. "Go talk to people; identify an area of interest. Job rotation has to be a two-way street."

Rulien said people who do want

to do something different have to display a little imagination and initiative.

"You should try to be as flexible as you possibly can," he said, "and try to explore new experiences and gain broader backgrounds, because they will lead to a wider variety of opportunities in the future."

He added that supervisors who are aware there is a problem in this area could do a lot to accommodate employees who want to change jobs, whether temporarily or permanently.

Graham said there is a special concern with women and minorities in the department, who are often the focus of programs to help employees advance their careers.

"We want everyone to know we're aware there's a problem," Graham said.

There are some programs within ODOT to help people who are interested in advancing their careers. One is a continuing program being developed to help train and educate employees interested in management, and the Parks Division has a management development and assessment center using job simulation to test applicants for supervisory positions. The Employee Development Section also offers classes on upward mobility and performance in motion.

Some employees have already taken advantage of these opportunities--they have taken the first step to change their job routine or careers.

Graham said if other employees really want to make a change, he can put them in touch with people who have done something similar--whether it's going back to school or applying for a lateral transfer--"and they can talk to somebody who has been through it and find out how it worked for them."

Russ Graham can be reached in Salem at 378-8077.

Bridge caps replaced with new method

Crew's design is easier, faster

Most motorists traveling along I-5 just north of Albany last month had no idea of the unique work going on below one of the bridges they sped over.

Some of the wood in the bridge's structure was rotted, and one of District 22's bridge crews was working in the gulley underneath the bridge to remove some of its caps with a new method devised by the crew's members.

Jim Siler, the crew's supervisor, said they invented rollers that can be used to slide the cap out from under the bridge and to slide in the replacing steel H-beam.

A bridge cap is usually about a 40-foot piece of timber that sits on top of the bridge's piling and holds up the bridge deck. Replacing the cap is a complicated process that involves slowing down traffic, jacking up the bridge, and trying to remove a piece of supporting structure that has been bolted into

place for almost 40 years.

Siler's crew has simplified the process and it causes no interruption to the traffic using the bridge.

First they set down a row of mud pads, which are 4- to 6-foot long pieces of beam, on the ground under the piling and the cap they want to change. They set 250-ton jacks along either side of the bent--two per piling--and jack up H-beams to support the structure.

Use false cap

On top of the H-beams they place a false cap, and hang a temporary catwalk on needle beams so they can walk along and work as far above the ground as necessary.

The rollers made by the crew are L-shaped pieces of 4-inch angle iron that are bolted to the H-beams and hang on top of the false cap. The bridge is jacked up between one and one-and-a-half inches, and the bolts holding the cap to the piling are cut off.

The cap is then slid out from on top of the piling onto the rollers and pulled out from under the bridge.

Siler said before using the rollers they had to lower the cap almost to the ground before swinging it out, "and if something was blocking your way, like an embankment, then you were in trouble. This is much easier and faster."

Siler's crew has been using the roller method since the beginning of the year, and he said it has proved effective on about 25 bridges.

"You can use this method on any bridge where you need to change a cap," he said.

Anyone interested in learning more about the new method can contact Jim Siler in Salem at 373-1565.



Two members of Jim Siler's bridge crew carefully move a bridge cap (center) off the piling. The "false caps," placed on either side of the piling, support the bridge while the cap is replaced.



The cap is moved onto rollers (above hardhat on right)...



...and pulled out from underneath the bridge.



A steel H-beam is slid in on the rollers and moved on top of the piling to replace the cap.

Years 5 Ago

The July 1977 issue of VIA announced that the Legislature had approved an increase in ODOT's budget for the 1977-79 biennium.

The Legislature approved a budget for the department of \$532,400,000, a 3.7 percent increase over Gov. Bob Straub's recommended budget.

The Governor's request for 3,107 full-time positions in the Highway Division was also upped to 3,152.

Supervisors learn about grievances, discipline

A two-day workshop designed to teach first-level supervisors and managers about grievance and discipline procedures has been developed by ODOT's Labor Relations Section.

Rosemary Wagner, labor relations specialist, designed the workshop initially for Parks Division employees, but it is available to all Highway and Motor Vehicles division field offices across the state.

"It is available to all district and region people," Wagner said. "It is for all foreman and supervisors and their assistants--they must be close enough to the supervisory level to have to handle complaints initially."

The workshop explains how grievances and discipline procedures are handled within the guidelines of the Oregon Public Employees Union and the Association of Engineering Employees of Oregon

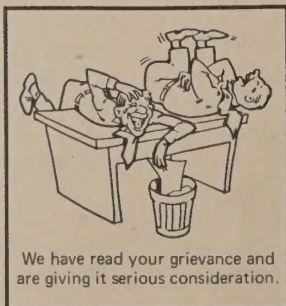
contracts.

Among other topics, Wagner covers the rights of management and employees, major causes of grievances and their prevention, how to handle a formal grievance, progressive discipline, what kinds of disciplinary action can be taken, grounds for discipline, the importance of documentation, and where to go for help.

Wagner has already held workshops for Parks employees around the state and department supervisors in Salem.

"First line supervisors are glad to get this information on how to handle a problem in the early stages," she said. "They are also glad to know how to properly document a problem situation from the first, and that's very important."

To arrange for a workshop in your area, call Rosemary Wagner in Salem at 373-1443.



Wagner uses cartoons in her workshops to help illustrate points.

ODOT hires fewer summer employees

Every summer the job market is flooded with students looking for temporary employment. Some students just need the money, others need the experience to put toward a permanent job once they graduate.

Every year the Highway and Parks divisions hire temporary seasonal employees, but the numbers are far lower than in previous years, according to Carl Hobson, manager of the Personnel Operations Section.

"Five or six years ago, when we had the Oregon Youth Corps, we hired over 1,000 students for the summer," Hobson said. "Now we don't hire even half that, and the way things are going, the numbers will continue to drop."

This summer, he said, 59 civil engineering trainees were hired to work on Highway Division field crews across the state, and about 200 students were hired for highway litter crews. The Parks Division hired 23 park aides and 61 conservation aides to work in its statewide park system.

Because of budget cutbacks, Hobson said, the Parks Division had to downgrade some of its park aide positions to conservation aides. Park aides are responsible for keeping track of registered

campers and collecting fees, and conservation aides are responsible for cleaning the park's buildings and minor maintenance.

Hobson said engineering trainees primarily assist region field personnel in contracting jobs.

"It's very difficult for students to find summer work with us," he said. "This year I had three applicants for each engineering position I could fill."

Hobson added the department doesn't hire out-of-state students, and gives preference to those who have had previous experience with ODOT.

The Parks Division also offers re-employment to those who have worked for state parks before. Primarily students are hired for the summer, but the division has some regular seasonal people who return to the same park each year.

Hobson said applications for summer work are submitted in March, and students are hired in April.

"Even with the cutbacks, we thankfully still have some jobs to offer students," Hobson said. "And they're a good bunch of workers. The engineers are glad to get the experience, and it helps us hire some of the students after they graduate."



Kathy Marshall, an engineering student at Oregon State University hired for the summer by the Highway Division, works with Norm Davis, a highway engineer 1, to inspect some curbing on the Pine Street to Division project in Salem.

Origin Unit surveys drivers for information

The following is part of a series describing the different functions of units and sections in the various divisions within ODOT.

The Origin and Destination Unit helps lay the preliminary groundwork for transportation projects, according to Ted Fellows, a transportation analyst who operates the Origin and Destination Unit.

Fellows said his work is just like the unit's name—he and a team of volunteers conduct "roadside interviews," where they actually stop drivers in the streets or on highways to find out where they've come from and where they're going.

Transportation studies

When Fellows isn't surveying drivers somewhere around the state, he is busy applying the information he has gathered to various transportation studies.

He said his roadside interviews can be as small as, "Should we close Iowa Street?", a question asked in Ashland recently, to as big as a full, on-going transportation study done for the City of Salem.

Usually transportation studies done for cities follow the urban growth boundaries and try to determine the traffic patterns and transportation needs of the future.

"The last extensive origin-destination work was done in the summers of 1970, '71, and '72," Fellows said. "We did studies of all the cities in the state of 5,000 population or more, excluding the larger cities that already had transportation studies going in them."

Fellows said the project involved 22 cities, the bulk of which were done during the summers of '71 and '72. He worked with a 12-member team of engineering students from local colleges and traveled around the state with them conducting interviews.

"We usually take just a sample of the traffic. The number we interview is controlled by the volume of traffic on the road," Fellows said. "We usually try for better than 30 percent of the average daily traffic. The higher sample we have, the lower our margin of error."

Fellows said the interviewing stations were set up with signs, flashing arrows, and orange cones to warn drivers of the interruption ahead.

"We have an interview lane and a by-pass lane where street width permits," Fellows said. "A flagger controls the traffic, and who gets interviewed and who doesn't is purely by chance. It's really a voluntary thing, and only a few people express irritation with our operation or refuse to answer questions."

The information collected is coded and put into the computer, along with other socio-economic data (population, rate of growth, employment), and the computer determines what the traffic patterns will be by the year 2000.

In his 16 years of conducting interviews, however, there have been no serious accidents as a result of the interviewers stopping traffic.

"I've never done one of these where I'm not a little bit edgy, though," Fellows said. "I just don't trust people behind the wheel of a car when I have a crew standing in the road."

Vehicle counts

Fellows said he also organized vehicle classification counts at certain key intersections. Vehicle types, and turning and through moves are recorded each hour for a period of 14 hours, then the information is summarized and later used as part of the base data for transportation studies.

However, he added that most of the roadside interviews and related work are not done anymore.

"It has become too expensive to get that information for the computer," he said. "We use trends established in similar cities for the information now to avoid going out and doing the field work."

The larger roadside interviews were primarily done during the summer, Fellows said, but the smaller ones done today, like the one in Ashland, are more specialized and are conducted whenever the information is needed.

Scaled-down version

Ridesharing developed

By Doug Roberts
Energy Information Officer

After more than two years of waiting, the Department of Transportation will soon launch a scaled-down version of its State Rideshare Project.

What was originally developed as a two-year, \$300,000 program that would be directed at various segments of the rideshare market, has been reduced to a one-year, \$68,000 program that will concentrate on employers and their employees who are located outside of the current Portland, Salem, and Eugene rideshare project areas.

The bulk of the State Rideshare Project will be funded by the Federal Highway Administration through a \$50,000 National Ridesharing Discretionary Grant. The grant is from a \$3 million fund FHWA established in December 1980.

The remainder of the project funding will come from ODOT staff time and loaned or donated services and materials from the private sector.

The State Rideshare Project will key on providing employers with information, services and resources—such as print materials—that can be used for increasing employee participation in ridesharing arrangements, particularly carpooling.

ODOT staff will join with loaned executives from employers, who have successful programs, and personnel from the three metropolitan

rideshare projects to teach employers and their employees how to operate on-site programs.

The State Rideshare Project will begin meeting with employers through speeches, workshops, and work site visits starting in the fall.

Other project efforts will be in the production of promotional materials that employers can give to their employees. These materials include brochures, posters and payroll envelope enclosures.

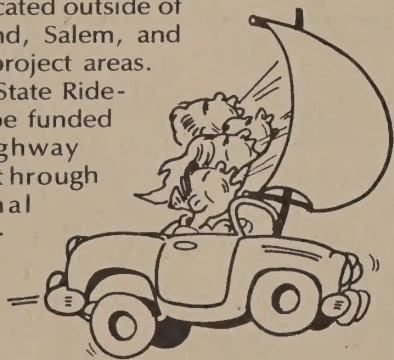
ODOT staff members will also be working on a state rideshare day as part of the year-long program.

The special day will be held either in the fall of 1982 or the spring of 1983 as a focal point for awareness and participation by employers in supporting ridesharing.

A committee has been formed with representatives from employers, local and state government, private and public interest groups, and the Portland, Salem, and Eugene rideshare projects to determine the activities and assist in the promotion of the state rideshare day.

While the economic recession in Oregon has greatly reduced the work force, it has also made it more important for Oregonians to reduce their transportation costs.

Ridesharing is a benefit that employers can provide at little cost to themselves, while helping their employees save money.

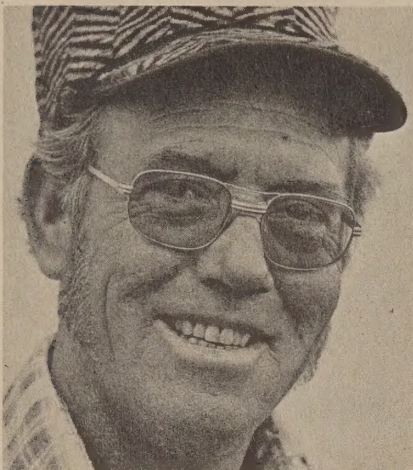




Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

CANDID COMMENTS

Do you think you need more training opportunities in your present position? If so, what kind?



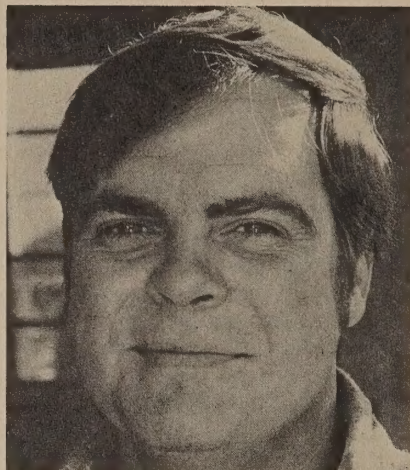
**TOM SHIRA, HWY
HMW 1, Austin**

No, I think my training here is adequate. Nothing could help me that I can't get here at the shop. If I want to know something, all I have to do is ask and somebody will pick it up and go with me.



**LORI BUTLER, ADMIN
Secretary, Salem**

Not really. I've attended many secretarial classes offered by groups outside of ODOT, and I just went to the "Upward Mobility" class given by us and also a writing class for secretaries. Both of those were pretty good. I think if they could get someone from the outside that was familiar with highway terms to give classes, that would really help newcomers to the department.



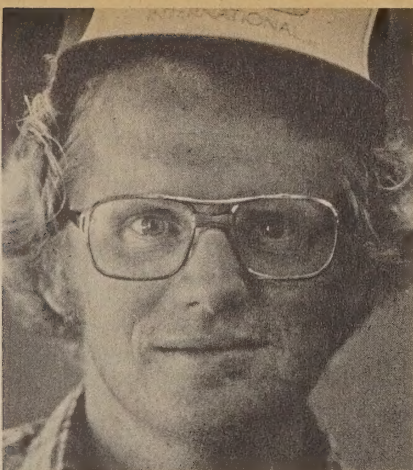
**BOB YATES, HWY
HMF 1, Detroit**

Yes, I definitely do. I was promoted from a maintenance worker 2 to a foreman 1, and in the five years I've been here I've been on the same crew. I need to know what goes on other places—I don't know about paving, or what a valley crew does in the winter. Also, I could use some management training. I would like to meet with other foremen and see how they do it.



**CAROL LOEWEN, HWY
Engineering Aide, Salem**

I appreciate the department's generosity in the training it offers its employees, and I have taken advantage of many such opportunities. I need to be constantly learning and growing in my work. I am aware of some areas that I need further training in for my present position, but right now I can't think of any of these areas that are not available to me in some way through the department.



**JOHN BJORKMAN, HWY
HE 1, Portland**

Yes, I do—I wish there were more general training opportunities available, mostly on bridge construction. They had a class on supervising but they only sent certain people. I think that should be made available to everybody, like the Engineer-In-Training classes. Anyone who wants to go should be able to go.



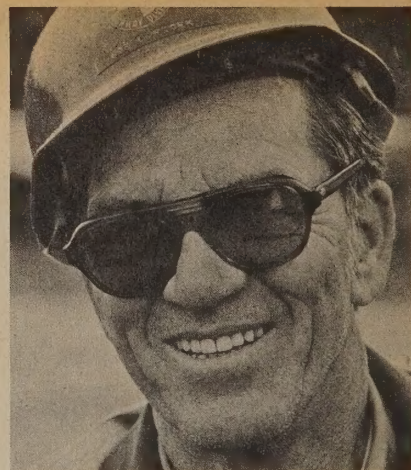
**WES DOOLEY, HWY
HMW 2, Bend**

I am being trained right now as an assistant painter—before I was just driving a service truck, and now I'm learning how to stripe. My boss is really helping me, and I feel the best teacher is to do it. The state can't do enough to help employees learn or get more training. I'm working on gaining skills so I can advance as far as I can.



**LISA KITTRELL, DMV
Clerical Specialist, Salem**

I don't think I need anymore training, but it probably wouldn't hurt. It depends on what kind. I don't think I'm missing anything—I'm doing my job well.

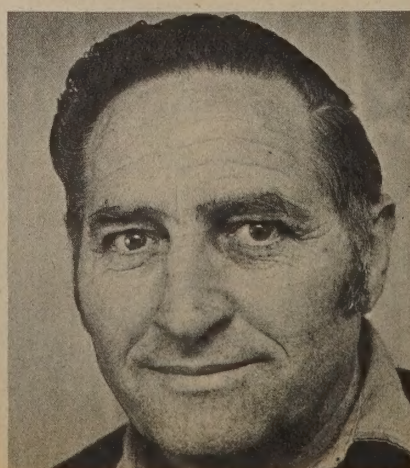
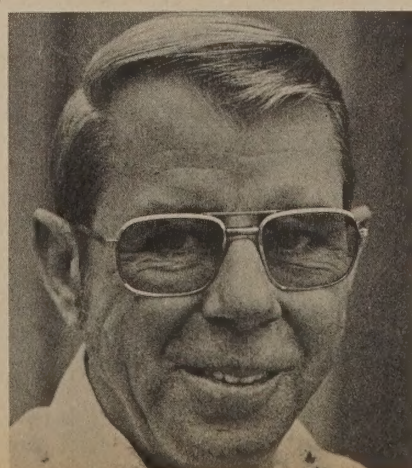


**JOE FICEK, PARKS
Park Foreman 2, Ft. Stevens**

We definitely do need training opportunities for management—some type of course they can take to help make the transition from being a worker to a supervisor. They could also have some sort of training to help people deal with the public, like we have to do out here in the field.

**TOM PINNER, HWY
HE 1, Ontario**

Any training that we get would be beneficial and helpful. I only had one seminar on office procedure in the last 10 years—we're so isolated out here it's kind of a handicap. A seminar on policy and procedure on personnel problems would be helpful on the stuff that doesn't get passed down. It would be good if they could schedule these out in the regions to keep us up to date on personnel rulings and contract changes.



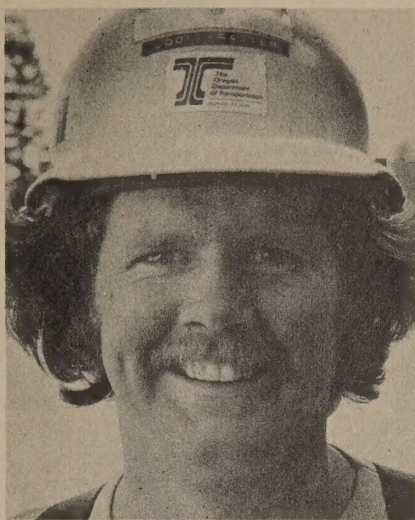
**DALE BLUMENTHAL, HWY
HMS 1, Parkdale**

No, I don't personally because I've been to most of those things, like "Management Training," over the years; and I have 30 years experience on the job, so I feel I'm pretty well qualified for what I'm doing. But the guys on the promotion list should take these kinds of courses, because we have to rely on them as crew leaders in the winter when we run extra shifts. These are the kinds of guys who need it.

People Page



Sylvia Stephens



Jody Frasier



Barbara Bush

Moving up the ranks

CONGRATULATIONS!

The following ODOT employees received promotions recently:

Roger Anderson, Clerical Specialist to Accounting Clerk 1 at DMV, Salem.

William Burlison, Engineering Aide (EA) to Engineering Technician (ET) 1, Hermiston.

Barbara Bush, Clerical Assistant to Secretary, Salem.

Thomas Browning, EA to ET 1, Salem.

Nita DeMaris, Clerical Assistant to Clerical Specialist at DMV, Salem.

Benjamin Derby III, Weighmaster to Senior Weighmaster, Klamath Falls.

Richard Edwards, EA to ET 1, Portland.

Debora Evans, Clerical Specialist to Administrative Assistant, Salem.

Robert Fowler, ET 1 to Highway

Engineer (HE) 1, Salem.

Jody Frasier, EA to ET 1, Portland.

Dennis Gregory, Highway Maintenance Worker (HMW) 2 to HMW 3, Douglas County.

Nancy Henson, Clerical Assistant to Clerical Specialist, Salem.

Caroline Ink, Clerical Specialist, Salem, to Motor Vehicle Rep. (MVR) 1, Hillsboro.

Donita Jackley, Clerical Specialist, Salem, to MVR 1, Portland.

Guy Johnson, ET 2 to ET 3, Salem.

Willard Johnson, EA to ET 1, Tillamook.

Michael Keyes, EA to ET 1, Portland.

Rebecca LaDue, Clerical Specialist, Salem, to MVR 1, Medford.

Anthony Lester, HMW 2 to HMW 3, Milwaukie.

Wilson McBeth, Weighmaster Supervisor to Assistant Chief Weighmaster, Salem.

James McDonald, Clerical Assistant to Clerical Specialist at DMV, Salem.

Danne Messman, Heavy Equipment Mechanic (HEM) 1 to Welder, Salem.

Dani Nelson, EA to ET 1, Eugene.

Kenneth Norton, ET 1 to HE 1, Tillamook.

Gary Page, HMW 2 to Highway Maintenance Foreman (HMF) 2, Roseburg.

Sharon Remillard, Clerical Assistant to Clerical Specialist, Salem.

Cynthia Schatz, Clerical Assistant to Clerical Specialist at DMV, Salem.

Sylvia Stephens, MVR 1, Tualatin, MVR 2, Gladstone.

Leon Stormo, Signal Technician to Signal Technician Manager, Salem.

Carol Wilder, Environmental Technician 2 to Environmental Technician 3, Salem.

Judith Young, Clerical Assistant to Clerical Specialist, Salem.

James Yeoman, HMF 1 to Highway Maintenance Supervisor C, Pendleton.

Remembering

The following ODOT retiree died recently:

Ralph Robertson, 81, of Ashland, died May 17.

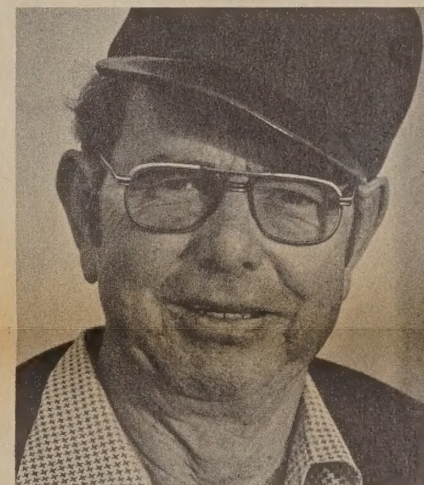
He worked for the Highway Division for over 20 years in District 8 before retiring as a maintenance worker 3 in 1963.

Suggestion wins award

The following ODOT employee is a winner in the Suggestion Awards Program:

Hilma Clark, a clerical specialist, received a certificate for her idea to have postal meters taken to the post office to be filled.

Retirements



Julian Calzacorta

The following ODOT employees retired recently:

Bruce Beal, 2010 N.E. Stephens St., #9, Roseburg 97470; HMW 2, 11 years.

Julian Calzacorta, 2515 N.W. 8th St., #29; Ontario 97914; HMW 2, 13-and-a-half years.

James Fisher, 403 E. North, Enterprise 97828; HMW 3, 35 years.

Marvin Frazier, Box 461, Arlington 97812; HMW 3, 9 years.

Adrien McGinnis, Box 25, Maupin 97037; HMW 3, 10 years.

Margaret Miller, 1654 Chelan N.E., #10, Salem 97303; Administrative Assistant at DMV, 20 years.

Crews earn SAIF awards

The following crews earned SAIF awards recently:

Crew 153-06, La Grande Maintenance Crew; 50,000 man-hours; Bryan Riggason, supervisor.

Crew 080-06, Salem Engineering Crew; 500,000 man-hours; Donald Thurston, supervisor.

Crew 152-02, Ukiah Maintenance Crew; 200,000 man-hours; Dan Ryan, supervisor.

Crew 105-01, Bend Shops Crew; 50,000 man-hours; Roy Landis, supervisor.

Crew 440-07, Valley of the Rogue Park Crew; 100,000 man-hours; Ion Herring, supervisor.

Ad campaign hopes to attract tourists

An "emergency" promotional campaign to attract more visitors to Oregon has just been completed by the Travel Information Section, using most of the funds released by the Emergency Board last month.

Of the \$329,000 appropriated by the Legislature during the special session in January, almost \$250,000 was committed to a short-range program detailed in a plan submitted to the E-board.

Shirley Eads, state travel director, said most of the money was spent in the near-by markets of Washington and California on newspaper, TV, and radio ads.

The ads encouraged people to call a toll-free number to request a copy of "The Oregon Book," an 80-page travel guide published by the travel section.

Eads said the crash program was done to try and generate business and jobs to help the state's poor economy.

"The tourist dollar has quite an impact on the local community," Eads said. "It doesn't all go to hotels and gas stations. It buys a lot of other services and products."

A special phone bank, staffed by temporary employees, was set up in the Transportation Building in Salem to handle the phone calls

generated by the ads. Eads said last month, toward the end of the campaign, that the ads had produced about 26,000 responses from potential visitors.

She said past studies show that about 55 percent of the people

who call to request the travel guide do visit Oregon.

Eads said the remainder of the money--\$80,000--will be used for a long-range travel marketing program in cooperation with the private sector.



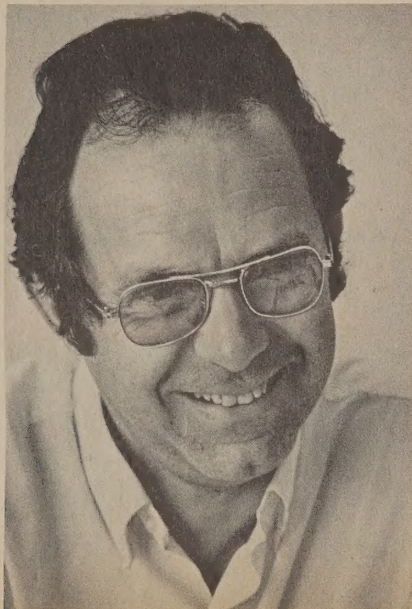
Temporary employees Andy Jones, Shirley Miller, and Linda Gamble are kept busy answering phones and shipping Oregon travel guides to people who call the toll free number in response to a special advertising campaign sponsored by the Travel Information Section. Supervising them is Joanie Plank, a management assistant with the section.

On the job with... Russ Graham

By Anna Browne Muzzall
Managing Editor

Russ Graham has found his niche in ODOT. After a varied career ranging from institutional librarian to special projects coordinator, he has found a home as Affirmative Action Manager in the Personnel Services Section.

Graham, 45, started with ODOT in February 1973 as Assistant Secretary to the Highway Commission under Cec Head. Six months later, the Transportation Commission



was formed and Graham's position was eliminated.

He was transferred to Administrative Services and then to the Personnel Services Branch, working on special assignments that included reviewing and implementing personnel procedures for the branch.

In 1978 he became the head of the Organizational Analysis Section. He primarily worked with Fred Miller, then Assistant Director for Administration, on special studies in manpower planning and the organizational structure of the department.

Last year Graham was offered the position of Affirmative Action Manager. A knowledge of the inner workings of the department, and a willingness to be its troubleshooter, were a couple of the reasons he accepted the job.

Another reason was his two daughters.

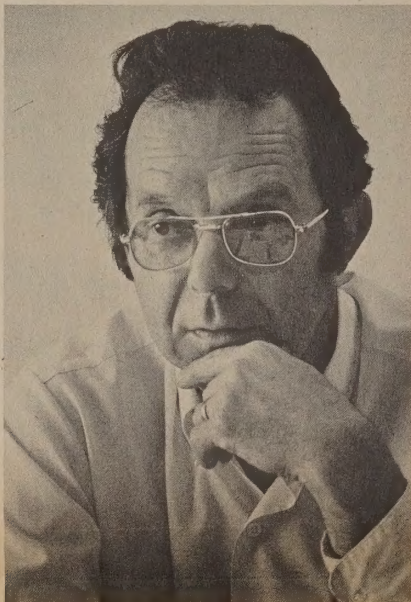
Graham says having his daughters start college at Oregon State University really opened his eyes to the fact that, because they were female, they were stereotyped, had restrictions on their career choices, and were constantly reminded they

could be physically harmed if they ventured out alone at night.

"I never saw myself as being insensitive to those kinds of issues," Graham says, "but my daughters really brought it home."

Graham's sensitivity to affirmative action issues means his job can often be a frustrating one. His genuine concern and anxiousness to help employees often runs against what he is physically able to do for them.

"One thing we're emphasizing at the moment is career awareness," Graham says. The department does not have a responsibility to provide employees with a career, "but if an employee



wants a career with the department, then there are some things we can do," he says.

"We are trying to help people gain experience and get training opportunities, but realistically we have to look at how many positions we have and the number of people to fill them."

Graham admits he is in a "position of frustration" because of the

'It's not the kind of job where you can go home and forget about it...this has a direct effect on personal lives.'

dwindling number of opportunities available to employees who want to advance in the department.

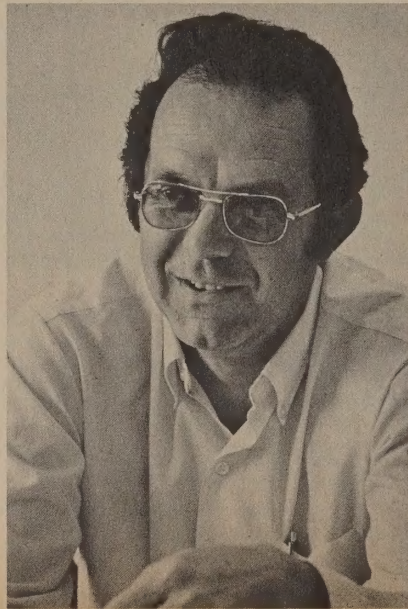
"We have people wanting to move up, but no place for them to go," he says. "It's a problem I haven't been able to figure out--yet."

Graham says rotational assignments can help deal with a reduced work force and also help train people for different careers, "but our emphasis is on women and

minorities," he adds, "and that increases the competition for the limited opportunities."

"One of the messages to get out to employees and managers is employee assistance, and I am ultimately the focus of that. If we can be of some resource assistance to employees with a work-related problem, then that's our duty."

Graham's other affirmative action duties include examining the department's image among minority populations, the use of minority firms for department projects, and the hiring of minorities so they are



adequately represented among ODOT's employees, and not just at the entry level.

With the sense of responsibility for individual employees that goes along with the job, Graham finds it difficult to leave his Affirmative Action Manager role in the office at the end of the day.

"It's not the kind of job where you can go home and forget about it," he says. "This has a direct effect on personal lives. Whether or not employees deserve what they

are asking for is irrelevant--if it's something they have an ambition for or a problem with, then they are a source of concern."

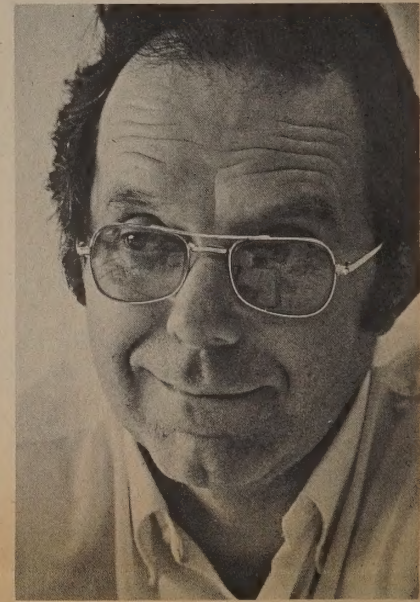
When he does go home from work, Graham drives into the hills of West Salem to his wife, Yvonne, their two sons (aged 15 and 16) and a small nursery business.

Graham grew up in northeastern Oregon, in the small town of Milton-Freewater. He was second in

his high school graduating class of 13, and from there went on to make his college career sound like a listing from American Colleges in the West.

He attended the University of Idaho for a year, majoring in geology and engineering. Then he joined the Marines for two years, and when he came back enrolled in Eastern Oregon College for a year. He tried the University of Alaska for a semester, and came back to graduate from Eastern Oregon in 1961 with a degree in General Studies.

He says that degree didn't make him very employable, so he went on to the University of Oregon for



two semesters, then transferred to the University of Denver and graduated in 1963 with a masters degree in Library Science.

He started working as a librarian for the Atomic Energy Commission, and after a few years moved to Vancouver, B.C., to be a librarian for a wood products company. While there, he attended night classes at Simon Fraser University and received a masters degree in Business Administration in 1970.

Soon after that Graham moved his family back to Oregon, so "the kids could grow up here," and he got a job with the State Library. After seven months there he accepted his first position with ODOT, and today the man with masters degrees in library science and business administration is carrying out the affirmative action goals of the department.

He may give it all up 10 years from now to run his nursery business full time, but if he cares for his plants the way he cares about ODOT employees, he is sure to have a thriving business.

Retirees let us know what's happening

Clarence Frey, 1025 Cottage NE, Salem 97301. Ret. HWY 1979.

"It's been two-and-a-half years, and I've enjoyed every minute of it," says Clarence about his retirement. He was with the Highway Division for 38 years, retiring as Property Control Manager.

Keeping up two rentals plus his own property has kept him pretty busy, he says "and it gives me time to enjoy my three daughters and

four granddaughters." They all live in Salem except one, who is a student at San Diego State University.

Last March, Clarence and his wife, Vera, drove to San Diego for a visit with "the student," then spent 10 days in Palm Springs. He says they also spent--literally--some time in Reno, but chooses not to talk much about that.

"Try it, you'll like it," Clarence says of retirement.

Earl F. Saling, 170 21st Street NE, Salem 97301. Ret. HWY RW, 1971.

Earl paid a visit to the Transportation Building in Salem last month, looking for information on bicycle routes in Oregon for use this summer.

That speaks pretty well for an 81-year-old who retired from the Right of Way Section 11 years ago.

But he says the information is not for him this time--it's for his

son and family living in California who want to tour Oregon by bike this summer.

On doctor's orders, Earl has had to give up riding his bike and driving a car--dizzy spells once in awhile, he says.

"The worst part about that is that Gladys and I can't drive south for the winter."

But they still keep in shape with gardening and yard work, he says.